

## **Part-Time Fact Sheet**

### **Union membership:**

- Part-timers who join UUP are full members. They receive a full vote in all union elections and contract ratifications. They may hold any office in UUP and have all the same rights as full-timers.
- The UUP constitution requires that every chapter have an elected Part-Time Concerns officer.

### **Appointments:**

- Receive appointment letters informing them of benefits and what duties are required;
- After 6 consecutive semesters must receive Term Appointment;
- Term appointment entitles them to a job for the term specified and 45 days' notice if they are not being rehired after the term expires;

### **Pension:**

- Part-timers with term appointments are eligible for TIAA-CREF. Depending on pension tier the state will pay from 8% to 12% of salary. (Employee contributes 3%). (All part-timers are eligible for TRS and ERS from date of hire.)

### **Compensation:**

Entitled to negotiated salary increases when we negotiate them.

### **Health Insurance:**

- Part-timers who teach two courses or, if they don't teach courses, who are expected to earn \$11,849 per year are eligible for the same health insurance as full timers. They receive coverage for 6 months for every semester or 5 month period they work. If they work two semesters or 10 months, they receive a full year of coverage.
- Part-timers who do not qualify for health insurance may buy it at the group rate.
- Joint Committee on Health reviews benefit eligibility problems for part-timers

### **Benefit Fund:**

- Part-timers who are eligible for health insurance also qualify for the Benefit Fund. This includes a dental benefit, vision benefit, and a scholarship for dependent children who attend SUNY state-operated colleges.

### **Health Insurance upon Retirement:**

- Part-timers and their spouses will receive lifetime health insurance after they retire if they:
  - Are age 55 or older
  - Have 10 years (120 months) of health insurance eligibility in any state agency, not just SUNY
  - Retire while they are receiving state health insurance benefits.

### **Disability Insurance:**

- All employees who are eligible for health insurance coverage are covered by the SUNY disability insurance program after one year of service.

**Life Insurance:**

- All employees receive \$6,000 life insurance.

**Dependent Care Accounts:**

- Part-timers may elect to have a pre-tax dependent care account for child or elder care. The state contributes between \$200 and \$600 to such accounts in inverse relation to salary. (No more state contributions until new Agreement reached. Accounts continue.)

**Medical Flexible Spending Accounts:**

- Part-timers who are eligible for health insurance may elect to have a pre-tax medical spending account to pay for unreimbursed medical, dental and optical expenses as well as other expenses permitted by the IRS.

**Professional Development Opportunities:**

- May enroll tuition free in one course per semester or special session at a UUP-represented SUNY campus if space is available;
- Eligible for individual professional development grants through Joint Labor/Management funded committee.
- Eligible for technology grants Eligible for disability grants
- 15% of professional development funds must be available for grants to part-time employees

**Leaves:**

- All part-timers receive sick leave. Amount varies with amount of work.
- Calendar year and College year part-timers receive vacation leave. Academic year do not. Amount varies with amount of work.
- Calendar year and College year part-timers are entitled to contractual holidays.
- Additional Sick Leave - the campus president has the authority to extend sick leave beyond amount accrued at full pay, partial pay or no pay.

**Labor/Management Meetings:**

- Requires campus labor/management meetings that are devoted exclusively to part-time employee issues.